

**NORTH WISCONSIN DISTRICT LCMS**

**Board of Directors Meeting**

**March 11, 2019**

*(Original meeting was scheduled for January 31, 2019)*

**Minutes**

**NWD Board Members Attending**

Mr. Bruce Plautz, Chairman  
Rev. Dr. Timothy Roser, 1<sup>st</sup> VP  
Rev. Don Engebretson Secretary  
Mr. David Ackerman, Treasurer  
Mr. Brian Betts  
Mr. Paul Duerst  
Rev. Aaron Gehrke  
Mrs. Karol Selle  
Mrs. Sharon Voigt

**North Wisconsin District Staff Present**

Rev. Dwayne Lueck, President

**NWD Board Unable to Attend**

Mr. Richard Bartanen  
Mr. Stephen Fisher  
Rev. William Plautz, 2<sup>nd</sup> VP  
Rev. Timothy Shoup, 3<sup>rd</sup> VP  
Mrs. Kathy Strasser

**Recording Secretary**

Mrs. Lori Kavajecz

**Opening Devotion** – Mrs. Karol Selle shared the Opening Devotion.

**Adoption of Agenda**

President Lueck asked that the below items be added to the agenda for approval:

- ❖ Board Designated Funds

A **motion** was made, seconded and approved to adopt the agenda as presented with the addition of Board designated funds.

**APPROVED.**

**Consent Voting Agenda**

- ❖ Approval of November 8, 2018 Minutes
- ❖ NWD Unaudited December 2018 Financials & Consolidated P & L
- ❖ Section 3 – Board & Executive Relationship Policies Review

A **motion** was made and seconded to approve the above Consent Voting Agenda as presented.

**APPROVED.**

**Designated Funds**

President Lueck shared that at the end of the year we have \$25,672.86 left to designate for future needs. He proposed the following designations:

\$8,500

**Saints Peter & Paul – Houghton, MI**

Subsidy to expand campus ministry beyond Michigan Tech to Finlandia in Hancock, MI and also to Gogebic Community College in Ironwood to minister to the college-age population in these areas

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\$10,000	<b>Ministry Safe Online Sexual Abuse Training</b> For staff and volunteers in 4K-12 schools. Funding for year 1 starting in June 2019. DJ will be able to share where to direct these funds.
\$2,000	<b>Grace Place Wellness Ministries</b> Money will be used in support of a Grace Place 5-day retreat in North & South Wisconsin Districts for 28 church workers with support coming through a grant from the Siebert Foundation.
\$5,172.86	<b>SLED (School Leadership Development)</b> Support for new/future principals. Help to strengthen our schools by developing leaders.
<b><u>\$25,672.86</u></b>	

A question was posed as to whether the Board had a policy in place that assists in determining who/how funds are distributed. Dr. Roser stated that we do not currently have a policy in place, but he would be happy to draft a policy to share with the Board at a future meeting. A suggestion that perhaps there would be a 'request form' that people could complete for the President's review and prioritization.

After much discussion, a **motion** was made and seconded to approve the \$25,672.86 designated funds as proposed above. **APPROVED.**

### **Camp Luther**

Rev. Aaron Gehrke stated that he was unable to attend the last meeting and suggested that if there were any questions, Woody would be joining the meeting after lunch.

Rev. Scott Malme had recently resigned his position on the Camp Luther Board leaving a vacancy for the North Wisconsin District Board to fill. Following are the three names that were nominated for this position:

- ❖ Rev. Mark Drenkler – St. James, Shawano
- ❖ Rev. Dwain Thomsen – Christ the King - Ishpeming
- ❖ Rev. James Wiebel – Faith, Appleton

Biographies were reviewed, ballots handed out, completed and collected. Rev. Roser was asked to tally the votes. The votes reflected a majority vote to elect Rev. Dwain Thomsen to fill this vacancy.

### **Secretary Engebretson Miscellaneous**

Before reviewing the Constitution & Bylaw changes, Secretary Engebretson shared the following miscellaneous information:

- ❖ A question from a member of Pine River, Merrill asking about Synod restrictions and allowances regarding the role of women in congregational offices. Follow up has taken place on this matter.
- ❖ Received an email from Synod stating that while running an integrity check on our National Convention Delegates it showed that Brian Betts was listed as both the Commissioned Advisory Delegate (voted in at our District Convention June 2018), as well as the Advisory Representative for our Board. There is now an opening for someone of the Board to attend the National

Convention June 19-25, 2019. No one volunteered at the meeting and it was determined that because there were so many members missing, Mrs. Kavajecz would reach out to them via email to see if anyone would be interested in attending. Once this is determined, Secretary Engebretson will complete the required Form IV to report this change to Synod.

- ❖ There have been several cancellations/changes to nominated convention delegates. Appropriate forms have been completed with Secretary Engebretson's signature attached to them and submitted to Synod for action.

### **Constitution & Bylaw Changes**

The following Constitutions were reviewed:

- ❖ Mount Olive, Weston
- ❖ St. Paul, Manawa
- ❖ Trinity (On Stewart), Wausau
- ❖ St. John, Tigerton
- ❖ Our Savior, Green Bay

Secretary Engebretson recommended approval of St. Paul, Manawa and St. John, Tigerton as reported. Mount Olive, Weston and Trinity (On Stewart), Wausau are recommended for provisional approval upon the below stated changes being implemented and received and approved by Secretary Engebretson.

#### Mount Olive, Weston

Need to add a provision stating that the congregation will only call "*ordained ministers and commissioned workers who are members of the Synod*".

#### Trinity (On Stewart), Wausau

Need to add a provision stating that the congregation will only call "*ordained ministers and commissioned workers who are members of the Synod*". Also need to change the language under Article VI – Pastors and Christian Day School Teachers to reflect "other called positions" not just "day school teachers".

A **motion** was made and seconded to approve the Constitution & Bylaw changes for St. Paul, Manawa and St. John Tigerton as presented, and to grant provisional approval to Mount Olive, Weston and Trinity (On Stewart), Wausau once the above changes are implemented.

**APPROVED.**

### **Standing Committee Updates**

#### Administrative Services Committee

Rev. William Plautz, chair of this committee was not in attendance. Two board meetings ago there was a discussion about severance packages for called workers that are asked to resign. Rev. Plautz contacted the Minnesota South District and received information that was shared with you via email (3.32 Recommendation to Congregations Regarding Severance Packages). As members reviewed this document the following thoughts were shared:

- ❖ Unlike the 'secular' world, this is not something that is normally in place for called workers.
- ❖ Unless congregations actively put something in place, it may be an oversight.
- ❖ Request for Rev. Plautz to come to the May meeting with a recommendation of a tool that congregations can help them to use during a resignation situation to come up with a severance package.

#### Audit & Investment Management Committee

Mr. Bruce Plautz shared that returns have been very good over the last couple of years. In 2018 we were able to grant \$89,900 in scholarships to church worker students; he is anticipating that in 2019 this number will be down around \$6,000.

Mr. David Ackerman shared that gains in 2017 were offset by significant losses at the end of 2018. In January 2019, it appears that things are turning back around with investments with the Foundation.

#### Governance Committee

Rev. Roser shared that there is nothing further to report.

#### Stewardship Committee

No report at this time.

### **Annual Review**

According to the Board Policy Manual 3.5.2.6: "Annually, the District President shall provide opportunity to the Board for review of the District Employee Handbook and District job descriptions."

At the start of the meeting, Chairman Plautz shared that the Employee Handbook and job descriptions would be placed on the ledge in the lobby and available for review throughout the day.

### **Synod Nominations**

President Lueck shared the following points:

- ❖ The Synod Presidential Election will take place four weeks prior to the national convention (June 22). If no candidate receives a majority of the votes cast, another vote will take place in the same manner and at least two weeks (June 29) prior to convention.
- ❖ The candidates for the office of First Vice President shall be the 20 ordained ministers receiving the highest number of votes in the nominating process. The President-elect shall select from the list 20 nominees for this position five nominees who have consented to serve if elected, at least two of whom shall be taken from the top five nominees.
- ❖ There will be a total of 12 floor committees in 2019.

### **President's Report**

President Lueck distributed his report to all attendees—see attached. Also handed out a report from Gift Planning Services.

Conversation regarding the increase in congregations becoming dual parishes and/or closing their doors. Discussed potential for a brainstorming session to come up with some ideas to help serve these congregations in this situation.

### **Camp Luther**

Mr. Gary Voight (Woody) and Mr. Terry Hanstedt (Terry) joined the meeting to bring forward a Resolution for financing the construction of the Camp Luther Community Center and a Resolution to proceed with construction of the Camp Luther Community Center which were previously provided in the Board packet.

The Board had an opportunity to ask questions of Woody and Terry. The following was shared:

- ❖ Original goal of the project was a total of \$2.5 million. With the passing of time and material costs going up the new estimated cost is \$2.8; not to exceed \$3.0 million. They are hoping to have bids back with final pricing within 3 weeks at which time they will bring it back to the Board for final approval.
- ❖ Camp has just surpassed \$2.3 million in donations.
- ❖ They will have \$1 million in cash to be used prior to drawing on a LCEF construction loan. They currently have between \$600,000-\$700,000 in cash available.
- ❖ They did not include a line item in the 2019 Budget for loan repayment as they feel that they will have enough money to pay on the loan for 2019. They plan to include a line item for loan repayment in the 2020 budget.
- ❖ The Resolution states that the LCEF loan will require collateral; the entire Camp property would be used for this collateral.
- ❖ Believe they will have a half million-dollar commitment that will be available at the start of construction.

After discussion, a **motion** was made and seconded to approve the Resolution for financing the construction of the Camp Luther Community Center as presented. **APPROVED.**

A **motion** was made and seconded to approve the Resolution to proceed with construction of the Camp Luther Community Center as presented. **APPROVED.**

### **Education**

President Lueck distributed a handout on Urban Meyer and How to Respond to a Negative Event. He also mentioned that he and DJ attended a leadership session at Camp Forest Springs last week which focused on the same concept. He shared the equation:  $E + R = O$ , which stands for Event + Response = Outcome. What this means is that when we are faced with an event we should press pause and ask ourselves: *What does this situation require of me?* When we press pause it gives us time to think and we gain clarity about the outcome we are pursuing, which in turn, will allow us to respond in a way in which to gain the outcome we wish.

### **Other**

Given the fact that we had to reschedule this Board meeting twice, President Lueck brought up the suggestion of potentially changing the format for the February meetings in the future by using technology. The group discussed several positives and negatives and we will bring this back to the full group when we meet in May at Camp.

The meeting was adjourned at 1:30 p.m.

Respectfully submitted,

Reverend Donald Engebretson, District Secretary  
Lori A. Kavajecz, Recording Secretary

**President's Report to NWD-LCMS Board of Directors  
March 11, 2019 - Wausau WI**

**MISSION**

Encourage, network and equip Lutheran congregations of the North Wisconsin District LCMS to vigorously make known the love of Christ.

**VISION**

*North Wisconsin District church workers and congregations will work collectively to carry out "Witness, Mercy and Life Together".*

**Management report**

- Work on 2019 budget
- Working on transition – AD (after Dennis) – Interviewed 5 individuals
- Lighting inside and outside building
- Replacing our janitor, Ron Schram, who died in early January w/Jason
- Contract with Gift Planning Services - Eau Claire
- Working on renewing parking contract w/VA

**Financial information**

- See Board packet documents

**Missions & Ministry**

- **November 12-15** – Council of Presidents in San Diego
- **November 16-18** – LCEF Conference in San Diego
- **January 29** – Leaders meeting at Trinity, Wausau
- **February 4-8** – Council of Presidents (including *Doxology*) in Ashville, NC

**NWD Vacancies** (See Attachment I)

- **Pastor vacancies** as of 1/28
- **Retirements:** Jerome Hahn – January 19; Randy Jeppesen – January 20
  - 5-6 retiring between now and late August
- **Commissioned Minister Vacancies: will be happening soon, 2 DCE's**

**LCMS Vacancies**

35 Districts reporting – Vacancy totals (2018 numbers in parenthesis) as of 1/19 are as follows: \_\_\_

Sole Pastor	384	(350)
Senior Pastor	61	(33)
<u>Associate/Assistant Pastor</u>	<u>76</u>	<u>(101)</u>
Total	521	(484)

**Seminary update**

- This spring there are 83 candidates. As of February, there are 120 congregations requesting a candidate.
- Presently 9 congregations in NWD that are asking for a candidate.

**Report of DP activity (November 2018 thru Feb 25, 2019)**

- **Joint Circuit Visitors** North & South WI Districts February 18-19 in Stevens Point
- **CUW Leadership Summit** (Best Practices) – Feb 21-22 / Scottsdale, AZ

- **Installations:**
  - Charles Sheffler - St Paul, Iron River (Nov 25)
  - Mark Drengler – St. James, Shawano (Dec 2)
  - Michael Nielsen – Salem, Barron (Dec 9)
  - Dan Kohn – Trinity, Wausau (Jan 6)
  - Dan Wonderly – Faith, Chippewa Falls (Jan 13)
  - Matthew Christians – St Paul, Wittenberg (Feb 10)  
(New dual w Birnamwood)
  - Steven Schauder – St. James, Shawano (Mar 10)
- **Preach at Anniversary:** Junction City 11/11/18 (100<sup>th</sup>)
- **Rededication after fire:** Good Shepherd, Crandon (3/3)
- **Circuit visits:**
  - Circuit 9 (11/27)
  - Circuits 6,11, 17 (12/11)
  - Circuit 5 (1/8)
  - Attended two Circuit Christmas parties
- **Pre-call:**
  - Bethany/Kaukauna (12/5)
  - Trinity/Wausau (12/6)
  - St Luke/Elcho-St Matthew/Deerbrook (1/8)
  - St John/Tigerton (1/21)
  - Shepherd of the Valley/St Croix Falls (2/20)
  - Trinity/Chelsea – Trinity/Medford (2/17)
- **Hospital Visits:**
  - Several pastors & spouses
  - Marshfield/St Paul
  - Eau Claire
  - Wausau
- **CESA Leader Meeting with DJ – Tomahawk (1/10)**
- **Interview 5 individuals to replace Dennis Johnson (1/14-15)**
- **March for Life/Lutheran for Life/Rose Banquet – Washington DC – (1/17-19)**
- **Lay Leader Training:** Jan 29 @ Trinity, Wausau (Over 40 attended on cold night)
- **Farewell for Dennis Johnson:** February 27 @ Great Dane
- **Men’s Retreat – “Goliath Must Fall” @ Manitowoc (3/1-3)**
- **Attended “Building Trust and Achieving Results” @ Forest Springs (3/5)**

### Personal

- **Cheryl** – Cheryl finished chemo in December. Dr said: “Cancer free!”
- **Attending Spring training in a week!**